

Miami-Dade County Public Schools

# Howard D. Mcmillan Middle School



2015-16 School Improvement Plan

## Howard D. Mcmillan Middle School

13100 SW 59TH ST, Miami, FL 33183

<http://hdmcmillan.dadeschools.net/>

### School Demographics

<b>School Type</b>	<b>2014-15 Title I School</b>	<b>2015-16 Economically Disadvantaged (FRL) Rate</b> (As Reported on Survey 2)
Middle	Yes	79%

<b>Alternative/ESE Center</b>	<b>Charter School</b>	<b>2015-16 Minority Rate</b> (Reported as Non-white on Survey 2)
No	No	94%

### School Grades History

Year	2014-15	2013-14	2012-13	2011-12
Grade	A*	A	A	B

*\*Preliminary Informational Baseline School Grade*

**Note:** The school grades calculation was revised substantially for the 2014-15 school year to implement statutory changes made by the 2014 Legislature and incorporate the new Florida Standards Assessments. The 2014-15 school grades serve as informational baseline data that schools can use to improve in future years.

### School Board Approval

This plan is pending approval by the Dade County School Board.

### SIP Authority and Template

Section 1001.42(18), Florida Statutes, requires district school boards to annually approve and require implementation of a school improvement plan (SIP) for each school in the district.

The Florida Department of Education (FDOE) SIP template meets all statutory and rule requirements for traditional public schools and incorporates all components required for schools receiving Title I funds. This template is required by State Board of Education Rule 6A-1.099811, Florida Administrative Code, for all non-charter schools with a current grade of D or F, or with a grade of F within the prior two years. For all other schools, the district may use a template of its choosing. All districts must submit annual assurances that their plans meet statutory requirements.

This document was prepared by school and district leadership using the Florida Department of Education's school improvement planning web application located at <https://www.floridacims.org>.

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## Table of Contents

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<b>Purpose and Outline of the SIP</b>	<b>4</b>
<b>Differentiated Accountability</b>	<b>5</b>
<b>Current School Status</b>	<b>8</b>
<b>8-Step Planning and Problem Solving Implementation</b>	<b>20</b>
Goals Summary	20
Goals Detail	20
Action Plan for Improvement	23
<b>Appendix 1: Implementation Timeline</b>	<b>26</b>
<b>Appendix 2: Professional Development and Technical Assistance Outlines</b>	<b>27</b>
Professional Development Opportunities	28
Technical Assistance Items	29
<b>Appendix 3: Budget to Support Goals</b>	<b>0</b>

## Purpose and Outline of the SIP

The SIP is intended to be the primary artifact used by every school with stakeholders to review data, set goals, create an action plan and monitor progress. A corollary at the district level is the District Improvement and Assistance Plan (DIAP), designed to help district leadership make the necessary connections between school and district goals in order to align resources. The Florida Department of Education encourages schools to use the SIP as a “living document” by continually updating, refining and using the plan to guide their work throughout the year. This printed version represents the SIP as of the “Date Modified” listed in the footer.

### Part I: Current School Status

Part I organizes the current status of the school around five domains inspired by the 5Essentials framework: Supportive Environment, Family and Community Involvement, Effective Leadership, Public and Collaborative Teaching, and Ambitious Instruction and Learning. Questions regarding the school’s Multi-Tiered System of Supports have been embedded throughout this part to demonstrate how data is used by stakeholders to understand the needs of all students and allocate appropriate resources in proportion to those needs.

### Part II: Needs Assessment

Part II requires the school to review performance and early warning systems data in order to develop strategic goals and associated data targets (i.e., “SMART goals”) for the coming school year in context of the school’s greatest strengths and needs. An online tool was developed, which includes data visualizations and processing questions to support problem identification, problem analysis and strategic goal formulation.

### Part III: 8-Step Planning and Problem Solving for Implementation

Part III enables the school to develop implementation plans for its highest-priority goals. With the overview of the current state of the school in mind and the strategic goals identified through the needs assessment, the planning team engages in a facilitated planning and problem-solving process, through which they

- Define strategic goals and establish targets to be reached by successfully achieving the goals (Step 1)
- Identify resources available to support the goals and barriers that could hinder achieving those goals (Step 2)
- Select high-priority barriers they want to address initially (Step 3)
- Design implementation and monitoring plans for strategies to resolve selected barriers (Steps 4-7)
- Determine how they will monitor progress toward each goal (Step 8)

### Appendices

The following appendices, automatically-generated from content entered in Part III, are included in this document:

- Appendix 1 is a timeline of all action steps and monitoring activities
- Appendix 2 is an outline of all professional development opportunities and technical assistance items
- Appendix 3 is a report of the budget needed to implement the strategies

## Differentiated Accountability

Florida's Differentiated Accountability (DA) system is a statewide network of strategic support, differentiated by need according to performance data, and provided to schools and districts in order to improve leadership capacity, teacher efficacy and student outcomes. DA field teams collaborate with district and school leadership to design, implement and refine improvement plans, as well as provide instructional coaching, as needed.

### DA Regions

Florida's DA network is divided into five geographical regions, each served by a field team led by a regional executive director (RED).

### DA Categories

Traditional public schools are classified at the start of each school year, based upon the most recently released school grades (A-F), into one of the following categories:

- Not in DA – currently A or B with no F in prior three years; charter schools; ungraded schools
- Monitoring Only – currently A, B or C with at least one F in the prior three years
- Focus – currently D
  - Planning – two consecutive grades of D (i.e., DD), or a grade of F immediately followed by a grade of D in the most recent grades release (i.e., FD)
  - Implementing – two consecutive grades of D in the most recent grades release preceded by a grade below C (i.e., FDD or DDD)
- Priority – currently F
  - Planning – declined to a grade of F in the most recent grades release and have not received a planning year or implemented a turnaround option during the previous school year
  - Implementing – two consecutive grades of F (i.e., FF), or three consecutive grades below C with an F in the most recent grades release (i.e., FDF or DDF)

### DA Turnaround and Monitoring Statuses

Additionally, schools in DA are subject to one or more of the following Turnaround and Monitoring Statuses:

- Former F – currently A-C with at least one F in the prior three years; SIP is monitored by FDOE
- Planning – Focus Planning and Priority Planning; district is planning for possible turnaround
- Implementing – Focus Implementing and Priority Implementing; district is implementing the Turnaround Option Plan (TOP)

### 2015-16 DA Category and Statuses

DA Category	Region	RED
Not In DA	5	<a href="#">Gayle Sitter</a>
Former F	Turnaround Status	
No		





## Part I: Current School Status

### Supportive Environment

#### School Mission and Vision

##### **Provide the school's mission statement**

The mission of Howard D. McMillan Middle is to provide exceptional educational opportunities by addressing the unique needs of all students of our multicultural community using data-driven instruction to promote and motivate students in an intellectually and technologically rich environment, preparing them to meet the challenges of the future.

##### **Provide the school's vision statement**

The vision of Howard D. McMillan Middle School is to provide a safe, caring and enjoyable environment where students will become independent, productive, compassionate, and responsible citizens in a global society, possessing core values of integrity, honesty, respect, perseverance, fairness, and other characteristics of civility which provide the foundation for cohesive human interactions.

#### School Environment

##### **Describe the process by which the school learns about students' cultures and builds relationships between teachers and students**

Howard D. McMillan learns about the students' cultures and builds relationships between teachers and students with the use of surveys, class discussions, clubs and projects.

##### **Describe how the school creates an environment where students feel safe and respected before, during and after school**

Howard D. McMillan has highly effective security including Miami-Dade County School Police. Security monitors supervise students before school, during school hours and after school. Teachers are in the hallways between classes to ensure students' safety. Faculty, staff and administration, including counselors, have "open-door" policies and are approachable to students.

##### **Describe the schoolwide behavioral system in place that aids in minimizing distractions to keep students engaged during instructional time. This may include, but is not limited to, established protocols for disciplinary incidents, clear behavioral expectations, and training for school personnel to ensure the system is fairly and consistently enforced**

The Code of Student Conduct is provided to parents and students via internet. It is reviewed with students, by grade levels, at the beginning of the school year and reinforced throughout the year. Students are monitored quarterly for progress and teacher/parent conferences are scheduled as needed. Attendance is monitored regularly and addressed. Violations of the Code of Student Conduct are dealt with and consequences are administered accordingly to Miami-Dade County Public Schools' Progressive Discipline Plan, while utilizing our school's Alternative to Suspension Plan. Students are encouraged to stay on-task during instructions and teachers use different strategies in order to keep students engaged in learning during instructional time. There are rules that are established at the beginning of the year in each teacher's classroom, and consequences when they are not followed. During the 2015-2016 school year, Howard D. McMillan Middle School will implement Miami-Dade County Public Schools' Core Values Initiative to promote positive character development.



### Describe how the school ensures the social-emotional needs of all students are being met, which may include providing counseling, mentoring and other pupil services

Howard D. McMillan Middle School's Student Services Department provides a comprehensive counseling program that addresses the academic, career, and personal development of each student. School counselors provide data driven counseling services that supports student achievement and success. School Counseling Program Components that address students' social-emotional needs include individual and group counseling, Anti-Bullying Lessons, Red-Ribbon Week activities, Digital Citizenship presentations and articulation activities. Grade-level parent-student-teacher conferences are held weekly to address students experiencing academic or behavior challenges that may prevent them from succeeding in school.

### Early Warning Systems

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(ii)(III), (b)(1)(B)(iii)(I), and (b)(1)(I).

### Describe the school's early warning system and provide a list of the early warning indicators used in the system

Students with attendance below 90 percent (19)  
 Students with one or more suspensions (in or out of school) - 1  
 Students exhibiting two or more EWS indicators (115)  
 Students in middle school who fail two or more courses in any subject (11)  
 Students with Level 1 or equivalent score on the statewide assessment in ELA mathematics (110)

### Provide the following data related to the school's early warning system

*The number of students by grade level that exhibit each early warning indicator:*

Indicator	Grade Level			Total
	6	7	8	
Attendance below 90 percent	1	6	12	19
One or more suspensions	0	0	1	1
Course failure in ELA or Math	3	3	5	11
Level 1 on statewide assessment	6	35	69	110

*The number of students identified by the system as exhibiting two or more early warning indicators:*

Indicator	Grade Level			Total
	6	7	8	
Students exhibiting two or more indicators	6	36	73	115

### Describe all intervention strategies employed by the school to improve the academic performance of students identified by the early warning system

An attendance review committee will monitor patterns of non-attendance. Parent conferences will be held through grade-level teams, with an administrator to address attendance concerns. Counselors and the Community Involvement Specialist will assist with connecting parents to outside agencies providing services as needed. Academic grades will be monitored quarterly to identify students at risk of failing. Intervention procedures for students indicating these patterns will include parent conferences, counselor interventions, tutorial services and course recovery programs.

### Family and Community Involvement

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(B)(iii)(I)(aa).

**Describe how the school works at building positive relationships with families to increase involvement, including efforts to communicate the school's mission and vision, and keep parents informed of their child's progress**

Title I schools use the Parent Involvement Plan (PIP) to meet the requirements of 20 U.S.C. § 6314(b)(1)(F).

**Will the school use its PIP to satisfy this question?**

Yes

**PIP Link**

The school completes a Parental Involvement Plan (PIP), which is accessible through the Continuous Improvement Management System (CIMS) at <https://www.floridacims.org/documents/195262>.

**Description**

A PIP has been uploaded for this school or district - see the link above.

**Describe the process by which the school builds and sustains partnerships with the local community for the purpose of securing and utilizing resources to support the school and student achievement**

Howard D. McMillan's Parental Involvement is key to the relationship with the local community. Parent members and Community/Business members of EESAC provide direct connections to the community. Such members, along with the booster club, provide mentoring by visiting the school and giving lessons to our students. They also provide partnership opportunities with local businesses and secure resources to support the school and student achievement. A continuous partnership with Florida International University College of Engineering provides our students with mentoring opportunities and extends an invitation for our Robotics magnet students to attend their Annual College of Engineering and Computing, Engineering Expo. Publix and Target Corporations provide support to the school by providing donations that support student activities and programs that recognize student achievement.

**Effective Leadership**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(H).

**School Leadership Team**

**Membership:**

Name	Title
Thomas, Hilca	Principal

**Duties**

**Describe the roles and responsibilities of the members, including how they serve as instructional leaders and practice shared decision making**

The Howard D. McMillan Middle School MTSS/Rtl leadership team is an extension of the school's Leadership Team, strategically integrated in order to support the administration through a process of problem solving as issues and concerns arise through an ongoing, systematic examination of available data with the goal of impacting student achievement, school safety, school culture, literacy, attendance, student social/emotional well-being, and prevention of student failure through early intervention.

Tier 1(Leadership Team)

- Administrators Hilca Thomas, Principal, Joel Diaz, Assistant Principal and Stephanie Blum, Assistant Principal will schedule and facilitate regular Rtl meetings, ensure attendance of team members, ensure follow up of action steps, allocate resources;

In addition to the school administrators the school's Leadership Team will include the following members who will carry out SIP planning and MTSS problem solving

- School reading, math, science and specialists – Patricia DeAngeli, Wayne Rimmer, Adrian Jelenszky

Department Chairs provide instructional support, best practices and content resources

- Special education personnel - Natalia Gonzalez (SPED Chair for Inclusion and VE), Arisleida Deguzman (SPED Chair for our ASD Unit)
- School guidance counselors - Jeanette Alvarez (SST and PST Coordinator) and Dorelys Navarro
- School psychologist - Michelle Solis-Diaz (Evaluations, testing and student observations)
- School social worker - Stephan Gair (family history and liaison for outside/community resources)
- Member of advisory group, community stakeholders, parents - Amy Porzio (EESAC Chair)

In addition to Tier 1 problem solving, the Leadership Team members will meet periodically to review consensus, infrastructure, and implementation of building level MTSS.

Tier 2

Administrators and School specialists of the MTSS Leadership Team will conduct regular meetings to evaluate intervention efforts for students by subject, grade, intervention, or other logical organization. In addition to those selected other teachers will be involved when needed to provide information or revise efforts.

Tier 3 SST

School Specialists of the Leadership Team, Tier 2 Team, and parent/guardian make up the Tier 3 SST Problem Solving Team.

***Describe the process through which school leadership identifies and aligns all available resources (e.g., personnel, instructional, curricular) in order to meet the needs of all students and maximize desired student outcomes. Include the methodology for coordinating and supplementing federal, state and local funds, services and programs. Provide the person(s) responsible, frequency of meetings, how an inventory of resources is maintained and any problem-solving activities used to determine how to apply resources for the highest impact***

Howard D. McMillan's Leadership Team use the Tier 1 Problem Solving process to set Tier 1 goals, and monitors academic and behavioral data to evaluate progress towards those goals at least three times per year by:

1. Holding regular team meetings where problem solving is the sole focus.
2. Using the four step problem solving process as the basis for goal setting, planning, and program evaluation during all team meetings that focus on increasing student achievement or behavioral success.
3. Determining how we will know if students have made expected levels of progress towards proficiency? (What progress will show a positive response?)
4. Respond when grades, subject areas, classes, or individual students have not shown a positive response? (MTSS problem solving process and monitoring progress of instruction)
5. Responding when students are demonstrating a positive response or have met proficiency by raising goals or providing enrichment respectively.
6. Gather and analyze data at all Tiers to determine professional development for faculty as indicated by group or individual student diagnostic and progress monitoring assessment.
7. Ensure that students in need of intervention are actually receiving appropriate supplemental Tier 2 intervention. Gather ongoing progress monitoring (OPM) for all interventions and analyze that data using the Tier 2 problem solving process after each OPM.

Tier 2

The second level of support consists of supplemental instruction and interventions provided in addition to and in alignment with effective core instruction and behavioral supports to groups of targeted students who need additional instructional and/or behavioral support. Tier 2 problem solving meetings occur regularly (monthly is suggested) to:

1. Review OPM data for intervention groups to evaluate group and individual student response.
2. Support interventions where there is not an overall positive group response

### 3. Select students (see SST guidelines) for SST Tier 3 intervention

The school improvement plan (SIP) summarizes the school's academic and behavioral goals for the year and describes the school's plan to meet those goals. The specific supports and actions needed to implement the SIP strategies are closely examined, planned, and monitored on the MTSS Tier 1 worksheets completed three times per year. The MTSS Problem-Solving process is used to first carry out, monitor, and adjust if necessary, the supports that are defined in the SIP. Annual goals are translated into progress monitoring (3 times per year) and ongoing progress monitoring measures (approximately once per month) that can reliably track progress on a schedule based on student need across Tiers.

Tier 2 supports are provided to students who have not met proficiency or who are at risk of not meeting proficiency.

Finally, MTSS End of Year Tier 1 problem solving evaluates the SIP efforts and dictates strategies for the next year's SIP. At this time, previous years trend data across grade levels is used to examine impact grades for support focus or prevention/early intervention efforts.

While the SIP plan does not focus on the primary (untested) grades, the MTSS leadership team extends the intent of the SIP to kindergarten, first, and second grades as they contribute extensively to later grades performance and student engagement.

#### Title I, Part A

Howard D. McMillan provides services to ensure students requiring additional remediation are assisted through extended learning opportunities (before-school and/or after-school programs, Saturday Academy or summer school). The district coordinates with Title II and Title III in ensuring staff development needs are provided. Support services are provided to the schools, students, and families. School based, Title I funded Community Involvement Specialists (CIS), serve as bridge between the home and school through home visits, telephone calls, school site and community parenting activities. The CIS schedules meetings and activities, encourage parents to support their child's education, provide materials, and encourage parental participation in the decision making processes at the school site. Curriculum Coaches develop, lead, and evaluate school core content standards/ programs; identify and analyze existing literature on scientifically based curriculum/ behavior assessment and intervention approaches. They identify systematic patterns of student need while working with district personnel to identify appropriate, evidence-based intervention strategies; assist with whole school screening programs that provide early intervening services for children to be considered "at risk;" assist in the design and implementation for progress monitoring, data collection, and data analysis; participate in the design and delivery of professional development; and provide support for assessment and implementation monitoring. Parents participate in the design of their school's Parent Involvement Plan (PIP – which is provided in three languages at all schools), the school improvement process and the life of the school and the annual Title I Annual Parent Meeting at the beginning of the school year. The annual M-DCPS Title I Parent/Family Involvement Survey is intended to be used toward the end of the school year to measure the parent program over the course of the year and to facilitate an evaluation of the parent involvement program to inform planning for the following year. An all-out effort is made to inform parents of the importance of this survey via CIS, Title I District and Region meetings, Title I Newsletter for Parents, and Title I Quarterly Parent Bulletins. This survey, available in English, Spanish and Haitian-Creole, will be available online and via hard copy for parents (at schools and at District meetings) to complete. Other components that are integrated into the school-wide program include an extensive Parental Program; Title I CHES (as appropriate); Supplemental Educational Services; and special support services to special needs populations such as homeless, migrant, and neglected and delinquent students.

#### Title I, Part C- Migrant

Howard D. McMillan provides services and support to migrant students and parents. The District Migrant liaison coordinates with Title I and other programs and conducts a comprehensive needs assessment of migrant students to ensure that the unique needs of migrant students are met. Students are also provided extended learning opportunities (before-school and/or after-school, and summer school) by the Title I, Part C, Migrant Education Program.

#### Title I, Part D

District receives funds to support the Educational Alternative Outreach program. Howard D. McMillan services are coordinated with district Drop-out Prevention programs utilizing Social Worker and School Psychologist.

#### Title II

Howard D. McMillan utilizes programs created with district supplemental funds for improving basic education as follows:

- training to certify qualified mentors for the New Teacher (MINT) Program
- training for add-on endorsement programs, such as Reading, Gifted, ESOL
- training and substitute release time for Professional Development Liaisons (PDL) at each school focusing on Professional Learning Community (PLC) development and facilitation, as well as Lesson Study Group implementation and protocols.

#### Title III

Howard D. McMillan utilizes Title III funds from the district to support the English Language Learner tutoring program. These funds also help to provide instruction through the Home Language Assistance Program, assisting students having difficulty with classroom assignments. Funds are also utilized to provide funding for parent outreach activities provide through the Parent Academy.

#### Title VI, Part B

N/A

#### Title X- Homeless

- Howard D. McMillan works cooperatively with the Homeless Assistance Program seeking to ensure a successful educational experience for homeless children by collaborating with parents and the community.
- Project Upstart, Homeless Children & Youth Program assists Howard D. McMillan with the identification, enrollment, attendance, and transportation of homeless students.
- The Homeless Liaison provides training for our school registrar, counselor and administrators on the procedures for enrolling homeless students and for school counselors on the McKinney Vento Homeless Assistance Act-ensuring homeless children and youth are not to be stigmatized or separated, segregated, or isolated on their status as homeless-and are provided with all entitlements.
- Project Upstart provides a homeless sensitivity and awareness campaign to all the schools-each school is provided a video and curriculum manual and a contest is sponsored by the homeless trust, a community organization.
- Project Upstart provides tutoring and counseling to twelve homeless shelters in the community.
- Project Upstart implemented a 2012 summer academic enrichment camp for students in four homeless shelters in the community.
- The District Homeless Student Liaison continues to participate in community organization meetings and task forces as it relates to homeless children and youth.

#### Violence Prevention Programs

- Howard D. McMillan incorporates the district bullying and Safe, Drug-Free Schools Violence Prevention curriculum throughout the school year.
- Each 6th grade student is taught about bullying by the counselors teaching a series of lessons throughout the year.
- The counselors also meet in small group settings to discuss issues and counsel students regarding issues that occur during the school year.
- Miami Dade County Public Schools adopted Policy 5517.01, titled Bullying and Harassment. It is the policy of the Miami-Dade County Public School District that all of its students and school employees have an educational setting that is safe, secure and free from harassment and bullying of any kind.
- This policy provides awareness, prevention and education in promoting a school atmosphere in which bullying, harassment, and intimidation will not be tolerated by students, school board employees, visitors, or volunteers.
- Administrators or designee at Howard D. McMillan begin any investigation of bullying or harassment within 24 hours of an initial report.
- All Staff, Students, and Parents/Volunteers MUST receive training on an annual basis.
- Howard D. McMillan implements 5 curriculum lessons on Bullying and Violence Prevention per

grade level.

- The school participates in the Do The Right Thing (DTRT) program sponsored by the Miami Police Department.

Nutrition Programs

Howard D. McMillan adheres to and implements the following:

- 1) The nutrition requirements stated in the District Wellness Policy.
- 2) Nutrition education, as per state statute, is taught through physical education.
- 3) The School Food Service Program, school breakfast, school lunch, and after care snacks, follows the Healthy Food and Beverage Guidelines as adopted in the District's Wellness Policy.

Housing Programs

N/A

Head Start

N/A

Adult Education

N/A

Career and Technical Education

By promoting Career Pathways and Programs of Study, Howard D. McMillan students will learn about high school academy programs and have a better understanding and appreciation of the postsecondary opportunities available and a plan for how to acquire the skills necessary to take advantage of those opportunities.

Articulation agreements allow students to earn high school credits and provide more opportunities for students to complete high school earlier. Howard D. McMillan Middle students have the opportunity to earn high school credits in Algebra Honors, Geometry Honors, Physical Science and Biology.

Transition Tools expose our 8th graders to high school choices and career awareness. Career awareness is also incorporated into selected vocational courses.

Job Training

N/A

Other

Howard D. McMillan offers Health Connect in Our Schools

- Health Connect in Our Schools (HCiOS) offers a coordinated level of school-based healthcare which integrates education, medical and/or social and human services on school grounds.
- Teams at designated school sites are staffed by a School Social Worker (shared between schools), a Nurse (shared between schools) and a full-time Health Aide.
- HCiOS services reduces or eliminates barriers to care, connects eligible students with health insurance and a medical home, and provides care for students who are not eligible for other services.
- HCiOS delivers coordinated social work and mental/behavioral health interventions in a timely manner.
- HCiOS enhances the health education activities provided by the schools and by the health department.
- HCiOS offers a trained health team that is qualified to perform the assigned duties related to a quality school health care program.

HIV/AIDS Curriculum: AIDS Get the Facts!

Howard D. McMillan provides HIV/AIDS Curriculum through our science courses:

- AIDS: GET the Facts!, is a curriculum that provides a series of general objectives, lessons, activities and resources for providing HIV/AIDS instruction in grades K-12.
- HIV/AIDS curriculum is consistent with state legislation, as well as school policy and procedures including: Florida Statute 1003.46, Health education; instruction in acquired immune deficiency syndrome, School Board Policy: 2417 Welfare; School Health Services Program, the M-DCPS Worksite HIV/AIDS Hand Book, and Control of Communicable Disease in School Guidebook for School Personnel.
- HIV/AIDS curriculum content is also in alignment with Florida Sunshine State Standards.
- HIV/AIDS content teachers are trained on the curriculum and can participate in yearly professional development about health and wellness related topics.

## Miami Lighthouse / Heiken Children's Vision Program

Heiken Children's Vision Program provides free complete optometric exams conducted at school sites via vision vans and corrective lenses to all failed vision screenings if the parent /guardian cannot afford the exams and or the lenses.

**School Advisory Council (SAC)****Membership:**

<b>Name</b>	<b>Stakeholder Group</b>
Hilca Thomas	Principal
Robert Landa	Teacher
Amy E. Porzio	Teacher
Omar Rodriguez	Teacher
Elsa Ferrer	Teacher
Karen Adamson	Teacher
Natasha Clarke-Toussaint	Teacher
Carmen Ghani	Education Support Employee
Lillian Epperson	Parent
Rubens Cuza	Parent
Ora Daley	Parent
Dale Adamson	Business/Community
Veronica Benages	Business/Community
Jeanette Alvarez	Education Support Employee
Felipe Blandon	Parent
Tyler Brown	Student

**Duties**

***Provide a description of the SAC's involvement with the following activities, as required by section 1001.452(2), Florida Statutes***

*Evaluation of last year's school improvement plan*

The SAC took part in reviewing the End of Year Review to evaluate effectiveness of the goals and strategies identified in the School Improvement Plan and to identify the needs to address in the following school year.

*Development of this school improvement plan*

The SAC takes part in reviewing and approving the strategies suggested for meeting academic objectives, monitor progress and assist with identifying strategies for non-academic objectives as delineated in the School Improvement Plan.

*Preparation of the school's annual budget and plan*

The school's annual budget and plan is reviewed at the SAC meeting each year. Members of SAC take part in determining how the SAC budget is used on items the have implications for our School Improvement Plan. SAC members vote on the amount of funds to be used and what it is used for.

**Describe the use of school improvement funds allocated last year, including the amount budgeted for each project**

SAC funds were used to provide incentives for students achieving perfect attendance (\$200), academic achievement (\$300) and Math Bowl awards (\$200) for a total of 700 dollars.

**Verify that the school is in compliance with section 1001.452, Florida Statutes, regarding the establishment requirements and duties of the SAC**

Yes

*If the school is not in compliance, describe the measures being implemented to meet SAC requirements*

**Literacy Leadership Team (LLT)****Membership:**

Name	Title
Thomas, Hilca	Principal
Severino, Angela	Other
Adamson, Karen	Teacher, K-12

**Duties****Describe how the LLT promotes literacy within the school**

The Howard D. McMillan Reading Leadership Teams will be encouraged and supported in developing Lesson Studies to focus on developing and implementing instructional routines that use complex text and incorporate text dependent questions. Multi-disciplinary teams will develop lessons that provide students with opportunities for research and incorporate writing throughout. The Literacy Team developed a plan for a school-wide silent reading program through departments. Each department is assigned a day of the week in which students read for thirty minutes during that class period. In addition, core subject areas each provide an academic word of the week that is taught school-wide to promote vocabulary building.

**Public and Collaborative Teaching**

The school's response to this section may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(D).

**Describe the school's strategies to encourage positive working relationships between teachers, including collaborative planning and instruction**

Faculty meetings, department meetings and professional development activities encourage positive working relationships between teachers. Faculty members share best practices by departments and whole school. Collaborative planning and instruction is supportive, innovative and non-threatening. Teachers are recognized, praised and encouraged to work collaboratively.

**Describe the school's strategies to recruit, develop and retain highly qualified, certified-in-field, effective teachers to the school**

Strategies to recruit and retain highly qualified, certified in field and effective teachers include: 1. Meeting with beginning teachers throughout the year with Administrative Team and Professional Growth Team (PGT). 2. Promote highly-qualified teachers to leadership positions (Team Leaders and Department Chairpersons) within the school and have them conduct professional development activities so that they can share their wealth of knowledge with other teachers. 3. Review Applicant Tracking System to identify candidates who are certified in subject areas for which there are openings. 4. Encourage new mentor teachers for the MINT program.



## Describe the school's teacher mentoring program, including the rationale for pairings and planned mentoring activities

Through the District's Mentoring and Induction for New Teachers (MINT) program, mentor teachers collaborate with mentee teachers throughout the school year. Mentor and mentees are provided with professional development days in which they observe and provide feedback on classroom instruction. In an effort to retain new teachers, all new teachers to the building are automatically assigned a Professional Growth Team (PGT) which consists of two teachers that provide assistance and guidance. Our Department Chairs are also paired with the new teachers in their area to provide assistance with curriculum issues, including content knowledge, pedagogy, and procedures. We have developed an in-house beginning teacher program that consists of monthly meetings to address needs that pertain to academic achievement, classroom management techniques and "tricks of the trade". These meetings are supplemental to the regularly scheduled school wide teacher training, of which there are five early release days throughout the school year, and two professional development days.

## Ambitious Instruction and Learning

### Instructional Programs and Strategies

#### Instructional Programs

**Describe how the school ensures its core instructional programs and materials are aligned to Florida's standards**

Administration monitors and ensures that teachers are following the district pacing guides, using state adopted textbooks and materials. Departmental planning is aligned to the state standards for mastery of the Florida Standards.

#### Instructional Strategies

**Describe how the school uses data to provide and differentiate instruction to meet the diverse needs of students. Provide examples of how instruction is modified or supplemented to assist students having difficulty attaining the proficient or advanced level on state assessments**

The Florida Continuous Improvement Model, in conjunction with Response to Intervention is implemented to address student academic needs. Quarterly assessment results are reviewed and analyzed to identify targeted groups and specific areas in need of intervention. Data chats between teachers and administrators serve to determine curricular modifications for data driven instruction. Assessment data is analyzed to group students according to their needs for reinforcement, individual assistance and/or additional practice. Teachers use a variety of modalities to address students' learning styles. These include whole group, small group, audio/visual devices, and "hands-on" project-based learning using technology.

**Provide the following information for each strategy the school uses to increase the amount and quality of learning time and help enrich and accelerate the curriculum:**

**Strategy:** Extended School Day

**Minutes added to school year:** 1,200

Howard D. McMillan provides services to ensure students requiring additional remediation are assisted through extended learning opportunities through before-school and/or after-school tutoring. Department Chairs and teachers evaluate individual student performances on classroom assignments and interim assessments and develop intervention approaches for volunteer tutoring sessions.

**Strategy Rationale**

Offering volunteer tutorials before and after school provides students the individual help they may need to get and stay caught-up on lessons and achieve academic success.

**Strategy Purpose(s)**

- Enrichment

**Person(s) responsible for monitoring implementation of the strategy**

Thomas, Hilca, pr6441@dadeschools.net

**Data that is or will be collected and how it is analyzed to determine effectiveness of the strategy**

Teacher generated assessments and interim assessments are collected and analyzed to determine the effectiveness of the tutorial sessions.

**Student Transition and Readiness**

**PreK-12 Transition**

The school's response to this question may be used to satisfy the requirements of 20 U.S.C. § 6314(b)(1)(G).

**Describe the strategies the school employs to support incoming and outgoing cohorts of students in transition from one school level to another**

N/A

**College and Career Readiness**

**Describe the strategies the school uses to advance college and career awareness, which may include establishing partnerships with business, industry or community organizations**

Articulation agreements allow students to earn high school credits and provide more opportunities for students to complete high school earlier. Howard D. McMillan Middle students have the opportunity to earn high school credits in Algebra I Honors, Geometry Honors, Physical Science Honors and Biology Honors.

Transition Tools expose our 8th graders to high school choices and career awareness. Career awareness is also incorporated into selected vocational courses. Students participating in our Robotics magnet attend Florida International University's College of Engineering and Computing Engineering Expo to learn about and experience post-secondary educational and career options. Through a Verizon Lead the Way grant, students are offered the opportunity to learn computer programming and coding, preparing them for higher level educational programs in these industries.

**Identify the career and technical education programs available to students and industry certifications that may be earned through those respective programs**

By promoting Career Pathways and Programs of Study, Howard D. McMillan students will learn about high school academy programs and have a better understanding and appreciation of the post-secondary opportunities available, and a plan for how to acquire the skills necessary to take advantage of those opportunities.

**Describe efforts the school has taken to integrate career and technical education with academic courses (e.g., industrial biotechnology) to support student achievement**

By focusing on increasing student performance on the Florida Standards Assessments, Howard D. McMillan will increase the number of eligible students for high school credit courses in Mathematics and Science. Magnets provided in Cambridge Robotics and Medical and Health Sciences offer rigorous curriculum designed to expose learners to potential careers in related fields.

**Describe strategies for improving student readiness for the public postsecondary level based on annual analysis of the [High School Feedback Report](#), as required by section 1008.37(4), Florida Statutes**

N/A

## Needs Assessment

### Problem Identification

#### Data to Support Problem Identification

##### Portfolio Selection

Portfolio selection is not required by the Florida Department of Education but is offered as a tool for needs assessment.

##### Data Uploads

Data uploads are not required by the Florida Department of Education but are offered as a tool for the needs assessment. In this section, the school may upload files of locally available data charts and graphs being used as evidence of need.

The following documents were submitted as evidence for this section:

.

#### Problem Identification Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the points of strength and areas of need that have been identified in the data.

N/A

### Problem Analysis Summary

This section is not required by the Florida Department of Education but is provided as an opportunity for the school to summarize the underlying “why” or root causes for the areas of need identified in the data, as determined by situational awareness of, and research conducted by, the stakeholders involved in the needs assessment.

N/A

## School Improvement Goals

The following key is intended to help readers understand how the sections of this document correspond to the steps of the 8-step planning and problem-solving framework used in the School Improvement Plan. The Quick Key numbers can help registered users go directly to the point of entry for any given goal, barrier and strategy within the online survey.

### Problem Solving Key

**G** = Goal

**B** =  
Barrier

**S** = Strategy

**1** = Problem Solving Step     S123456 = Quick Key

## Strategic Goals Summary

**G1.** To increase student achievement by improving core instruction in all content areas.

## Strategic Goals Detail

For each strategic goal, this section lists the associated targets (i.e., "SMART goals"), resources available to support movement toward the goal, barriers to achieving the goal, and the plan for monitoring progress toward the goal

**G1. To increase student achievement by improving core instruction in all content areas.** 1a

G070421

**Targets Supported** 1b

Indicator	Annual Target
AMO Reading - All Students	
AMO Reading - Asian	
AMO Reading - Hispanic	
AMO Reading - White	
AMO Reading - ELL	
AMO Reading - SWD	
AMO Reading - ED	
CELLA Listening/Speaking Proficiency	58.0
CELLA Reading Proficiency	36.0
FSA English Language Arts - Achievement	63.0
ELA/Reading Gains	74.0
ELA/Reading Lowest 25% Gains	73.0
FAA Reading Proficiency	67.0
AMO Math - All Students	
AMO Math - Asian	
AMO Math - Hispanic	
AMO Math - White	
AMO Math - ELL	
AMO Math - SWD	
AMO Math - ED	
FSA Mathematics - Achievement	79.0
Math Gains	76.0
Math Lowest 25% Gains	76.0
Algebra I EOC Pass Rate	95.0
Geometry EOC Pass Rate	98.0
FAA Mathematics Achievement	78.0
FCAT 2.0 Science Proficiency	45.0
Bio I EOC Pass	96.0
FAA Science Proficiency	70.0
CELLA Writing Proficiency	36.0
FAA Writing Proficiency	78.0

**Resources Available to Support the Goal** 2

- Language Arts/Reading- McDougal Littel Textbook; Classzone.com; Discovery Learning; Microsoft Word; Publisher and PowerPoint; CRISS Strategies; Write Traits;iReady; Imagine Learning; volunteer tutoring Mathematics- Holt Carnegie; McGraw-Hill; Khan Academy; iPrep; Edgenuity; Algebra Nation; Pearson; Gizmos; Discovery Learning; iReady; volunteer tutoring; Kahoot; Cpalms; Carnegie Learning Science- Textbooks; Florida Focus Achieves; Gizmos; Discovery Education; NBC Learn; Online Technology; Cpalms Social Science- McGraw-Hill Textbooks for World History, Civics and US History; iCivics; FLREA.org; Social Sciences

department website; www.archives.gov; Discovery Learning; Tablets for Civics; Everfi; Scholastic; CNN Student News

**Targeted Barriers to Achieving the Goal** 3

- There is a need to increase student motivation and engagement.

**Plan to Monitor Progress Toward G1.** 8

Classroom assessments and district interim assessments will be reviewed to monitor student progress.

**Person Responsible**

Hilca Thomas

**Schedule**

Quarterly, from 10/30/2015 to 5/27/2016

**Evidence of Completion**

Samples of student work, interim assessment data and progress reports.

## Action Plan for Improvement


For each strategy selected in the plan to reduce a targeted barrier to a strategic goal, this section lists the rationale for that strategy (i.e., why the school believes it will reduce the barrier) and the action steps that have been identified as necessary to implementing the strategy, including details such as the point person, timing and duration, and evidence of completion. At the end of each set of action steps is the plan for monitoring the implementation and effectiveness of the respective strategy.

### Problem Solving Key

**G** = Goal                      **B** =  
Barrier                      **S** = Strategy

**1** = Problem Solving Step       S123456 = Quick Key

**G1.** To increase student achievement by improving core instruction in all content areas. **1**

 G070421

**G1.B1** There is a need to increase student motivation and engagement. **2**

 B183432

**G1.B1.S1** Implement various research-based instructional strategies and activities designed to increase student motivation and engagement in all content areas such as Gradual Release Model, Differentiated Instruction, Project-based Learning and the use of Instructional Technology. **4**

 S195126

### Strategy Rationale

Research shows that students who are motivated and engaged in learning have increased academic achievement, regardless of content area, student ability or prior student academic achievement levels.

### Action Step 1 **5**

Provide professional development opportunities across all content areas on various research-based instructional strategies and activities designed to increase student motivation and engagement in learning.

#### Person Responsible

Hilca Thomas

#### Schedule

Monthly, from 10/5/2015 to 4/8/2016

#### Evidence of Completion

MyLearning Plan registration, sign-in Sheets, agenda, handouts

### Action Step 2 5

Implement research-based instructional strategies and activities designed to increase student motivation and engagement in learning.

**Person Responsible**

Hilca Thomas

**Schedule**

Weekly, from 10/19/2015 to 5/27/2016

***Evidence of Completion***

Administrative walk-throughs, lesson plans, teacher data

### Action Step 3 5

Conduct best practices and strategies sharing by way of department meetings.

**Person Responsible**

Hilca Thomas

**Schedule**

Weekly, from 10/19/2015 to 5/27/2016

***Evidence of Completion***

Sign-in sheets, agendas, department chair notes, teacher feedback

### Action Step 4 5

Collect and conduct data chats to review levels of student engagement and effectiveness of strategies implemented.

**Person Responsible**

Hilca Thomas

**Schedule**

Quarterly, from 10/30/2015 to 5/27/2016

***Evidence of Completion***

Data sheets, lesson plans, data chat notes, teacher feedback



### Action Step 5 5

Provide additional support for the effective implementation of research-based strategies and activities designed to increase student engagement and motivation in the learning environment.

#### **Person Responsible**

Hilca Thomas

#### **Schedule**

Monthly, from 11/3/2015 to 5/27/2016

#### **Evidence of Completion**

Administrative or peer feedback, teacher feedback, ongoing collaboration opportunities  
schedule

### Action Step 6 5

Monitor the effective implementation of research-based strategies and activities for increasing student motivation and engagement.

#### **Person Responsible**

Hilca Thomas

#### **Schedule**

Monthly, from 10/30/2015 to 5/27/2016

#### **Evidence of Completion**

Administrative walk-through notes, lesson plans, teacher feedback, student performance  
data

### Plan to Monitor Fidelity of Implementation of G1.B1.S1 6

Conduct classroom walk-throughs to evaluate implementation of strategies to achieve goal.

#### **Person Responsible**

Hilca Thomas

#### **Schedule**

Monthly, from 10/19/2015 to 5/27/2016

#### **Evidence of Completion**

Administrative walk-through notes, lesson plans

## Plan to Monitor Effectiveness of Implementation of G1.B1.S1 7

Assessments and evaluation to compare how increased student engagement and motivation correlates with student achievement.

**Person Responsible**

Hilca Thomas

**Schedule**

Quarterly, from 10/30/2015 to 5/27/2016

**Evidence of Completion**

Student engagement data, student grades, student assessment data

## Appendix 1: Implementation Timeline

*Action steps and monitoring activities identified in the SIP as necessary to achieve the school's goals.*

Source	Task, Action Step or Monitoring Activity	Who	Start Date (where applicable)	Deliverable or Evidence of Completion	Due Date/ End Date
G1.B1.S1.A1	Provide professional development opportunities across all content areas on various research-based instructional strategies and activities designed to increase student motivation and engagement in learning.	Thomas, Hilca	10/5/2015	MyLearning Plan registration, sign-in Sheets, agenda, handouts	4/8/2016 monthly
G1.B1.S1.A2	Implement research-based instructional strategies and activities designed to increase student motivation and engagement in learning.	Thomas, Hilca	10/19/2015	Administrative walk-throughs, lesson plans, teacher data	5/27/2016 weekly
G1.B1.S1.A3	Conduct best practices and strategies sharing by way of department meetings.	Thomas, Hilca	10/19/2015	Sign-in sheets, agendas, department chair notes, teacher feedback	5/27/2016 weekly
G1.B1.S1.A4	Collect and conduct data chats to review levels of student engagement and effectiveness of strategies implemented.	Thomas, Hilca	10/30/2015	Data sheets, lesson plans, data chat notes, teacher feedback	5/27/2016 quarterly
G1.B1.S1.A5	Provide additional support for the effective implementation of research-based strategies and activities designed to increase student engagement and motivation in the learning environment.	Thomas, Hilca	11/3/2015	Administrative or peer feedback, teacher feedback, ongoing collaboration opportunities schedule	5/27/2016 monthly
G1.B1.S1.A6	Monitor the effective implementation of research-based strategies and activities for increasing student motivation and engagement.	Thomas, Hilca	10/30/2015	Administrative walk-through notes, lesson plans, teacher feedback, student performance data	5/27/2016 monthly
G1.MA1	Classroom assessments and district interim assessments will be reviewed to monitor student progress.	Thomas, Hilca	10/30/2015	Samples of student work, interim assessment data and progress reports.	5/27/2016 quarterly
G1.B1.S1.MA1	Assessments and evaluation to compare how increased student engagement and motivation correlates with student achievement.	Thomas, Hilca	10/30/2015	Student engagement data, student grades, student assessment data	5/27/2016 quarterly
G1.B1.S1.MA1	Conduct classroom walk-throughs to evaluate implementation of strategies to achieve goal.	Thomas, Hilca	10/19/2015	Administrative walk-through notes, lesson plans	5/27/2016 monthly

## Appendix 2: Professional Development and Technical Assistance Outlines

*Professional development opportunities and technical assistance items identified in the SIP as action steps to achieve the school's goals.*

## Professional Development Opportunities

Professional development opportunities identified in the SIP as action steps to achieve the school's goals.

**G1.** To increase student achievement by improving core instruction in all content areas.

**G1.B1** There is a need to increase student motivation and engagement.

**G1.B1.S1** Implement various research-based instructional strategies and activities designed to increase student motivation and engagement in all content areas such as Gradual Release Model, Differentiated Instruction, Project-based Learning and the use of Instructional Technology.

### PD Opportunity 1

Provide professional development opportunities across all content areas on various research-based instructional strategies and activities designed to increase student motivation and engagement in learning.

#### Facilitator

Hilca Thomas

#### Participants

Faculty

#### Schedule

Monthly, from 10/5/2015 to 4/8/2016

### PD Opportunity 2

Conduct best practices and strategies sharing by way of department meetings.

#### Facilitator

Department Chairs or Classroom Teachers

#### Participants

Classroom Teachers

#### Schedule

Weekly, from 10/19/2015 to 5/27/2016

## Technical Assistance Items

Technical Assistance opportunities identified in the SIP as action steps to achieve the school's goals.

### Budget

#### Budget Data

1	G1.B1.S1.A1	Provide professional development opportunities across all content areas on various research-based instructional strategies and activities designed to increase student motivation and engagement in learning.				\$0.00
2	G1.B1.S1.A2	Implement research-based instructional strategies and activities designed to increase student motivation and engagement in learning.				\$2,015.00
	Function	Object	Budget Focus	Funding Source	FTE	2015-16
			6441 - Howard D. Mcmillan Middle School	General Fund	888.0	\$2,015.00
<i>Notes: EESAC funds of \$2999.00 will be used to support incentive and rewards programs for recognition of student motivation and engagement.</i>						
3	G1.B1.S1.A3	Conduct best practices and strategies sharing by way of department meetings.				\$0.00
4	G1.B1.S1.A4	Collect and conduct data chats to review levels of student engagement and effectiveness of strategies implemented.				\$0.00
5	G1.B1.S1.A5	Provide additional support for the effective implementation of research-based strategies and activities designed to increase student engagement and motivation in the learning environment.				\$0.00
6	G1.B1.S1.A6	Monitor the effective implementation of research-based strategies and activities for increasing student motivation and engagement.				\$0.00
					<b>Total:</b>	<b>\$2,015.00</b>